

Women Work! Talking Points For the CBA - FOR INTERNAL USE ONLY

What is Women Work!?

- Women Work! The National Network for Women's Employment is a nonprofit, nonpartisan organization that advances economic justice and equality for women.
- It is the nation's largest network of education and job training programs for women. Since 1978, Women Work! member organizations have assisted more than 10 million women to successfully enter, re-enter and advance in the workforce.

What problems does Women Work! address?

Too many women in the United States are living paycheck to paycheck.

- One out of every 14 *working* women and one out of every five *working* single mothers is poor.
- Though they are working extraordinarily hard to build a better life for themselves, these women live on the brink, one unexpected misfortune -- a sick child, a broken-down car or a leaky roof - away from total disaster.
- The majority are working in low-paying jobs without benefits and with few prospects for advancement. Without real job skills, they have little hope of attaining economic security for their families.

What does Women Work! do?

Women Work! invests in America's future workforce through training and supporting women.

- Women Work! takes a holistic approach to helping women gain economic security for themselves and their families. The network provides the education and job training women need to launch their careers, as well as the support service that enable women to complete training and succeed at work.
- Each year, the Women Work! network helps 300,000 women take control of their lives and gain skills necessary for a successful future. In addition to teaching jobs skills, the network teaches life skills including financial literacy, time management, problem solving, teamwork, effective communications, goal setting, presenting a professional appearance and conflict resolution.
- Women Work! is recognized as a national leader in the effort to shape public policies and employer practices that support women's entry, re-entry and advancement in the workforce.

Why should you support Women Work!?

Women Work! provides a well trained ready workforce.

- According to experts a labor shortage is expected over the next 5 to 10 years. If not addressed, this trend would create an overall U.S. labor shortage of 35 million workers. By helping

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Women Work! train the untapped pool of women leaders, you are helping American companies prepare for the future.

- Women Work! helps its member organizations to form partnerships with business on the local level to ensure that women are gaining skills in demand by employers in their communities.

When you support Women Work!'s education and job training programs for women, you invest in the strength of America's families and communities.

- Women are paid only 77 cents for every dollar men are paid. Over a lifetime the wage gap between women and men adds up to astonishing financial losses for women: a high school graduate loses \$700,000 and a professional school graduate loses \$2 million.
- The majority of families in the United States rely on women's wages to make ends meet. Nearly 30% of working women earn all of their families' income and 60% of working women earn about half or more of their families income.
- According to the General Accountability office of the United States the following contribute to this "wage gap"
 - Women have lower levels of education than men
 - Women often have fewer skills and less experience than men do, due to time away from work to attend to family care responsibilities
 - Women are more likely to be segregated into poorly compensated service industry jobs that have few benefits and little opportunity for growth.
- By supporting job training and education programs for women, you make it possible for women to get well-paying jobs, support their children, build local tax bases and increase revenue for local businesses.
 - Women who have completed an associate's degree earn nearly twice as much as women who have not graduated from high school.

Women Work! creates public awareness of the workplace challenges women continue to face, and the ways these challenges hurt American businesses and the economy.

- When women succeed in the workplace companies reap the biggest benefits. Companies with the most women represented on their management teams experienced better financial performance than companies with the lowest representation, according to a recent study.
- Women Work! educates employers about workplace policies that support women in the workforce and lead to higher rates of employee retention. These policies include paid family leave, workplace flexibility, job sharing and telecommuting.
- Women Work! helps employers get a return on their investment in employee training by encouraging them to create on-ramps for women returning to the workforce after time away to raise a child or attend to other family-care responsibilities.

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